

## ABSTRACT

The Influence of Resource Saliency, Perceived Organizational Support and Attachment Style on Emotional Exhaustion for Employees in Trinidad and Tobago

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This dissertation examines the effects of resource saliency, perceived organizational support and attachment styles on emotional exhaustion for Trinidad and Tobago workforce. More specifically, this study posits that as salient organizational resources increases, perceived organizational support also increases and emotional exhaustion varies with the individual's attachment style. The research is based on the synthesis of two major theories: conservation of resources (COR) theory and attachment style. 345 employees across occupations and industries participated in the study. The data were analyzed using Statistical Package for Social Sciences (SPSS), Pearson's Product-Moment correlation, Structural Equation Modeling (SEM) and Preacher and Hayes "Indirect" macro. The outcome of the study provides new insights on the antecedents of emotional exhaustion. The results reveal a significant relationship between resource saliency and emotional exhaustion, which is mediated by perceived organizational support and attachment style. The findings have implications for recruitment, turnover, employees' performance, job satisfaction and well-being: by recruiting employees whose attachment style is congruent with the organizational resources, a better person-organization fit is realized, and the experience of emotional exhaustion is reduced.

Keywords: Ramchand Rampersad; emotional exhaustion; attachment style.